

Abstract

Key words:

Team Coaching; Coaching Psychology; Person Centered Approach; Visualization; Emotional competencies; Interpersonal competencies; Italy;

Authors:

Emanuela Del Pianto, Silvana Dini, Ida Sirolli, Valeria Mastrantoni.

Title

The impact of a holistic Team Coaching approach on the development of emotional and organizational competencies.

Objectives

This research identifies the variables which positively influence the development of emotional and organisational competencies. The authors also intend to explore if, and to what extent, the development of organisational competencies is triggered by the development of emotional competencies.

Description

The research is based on Team Coaching Projects mainly developed in organisational contexts with a "holistic" approach, which refers to the Person – Centered Approach (Bryant-Jeffries, J., 2007) and described in *Coaching and Team Coaching* (Del Pianto, E., 2009).

The tools explored in this enquiry are: Visualization/Breathing (Bryant-Jeffries, J., 2007) and the Johari window (Luft J., Ingham H., 1955).

An important part of this Team Coaching approach and programme is the Team Coaching Individual Report. It documents behaviours described by coachees and statements made during each session.

Methodology

We chose and analysed 30 reports. For each Report we:

- a) measured the level of “perceived effectiveness”, comparing 4 organisational competencies before and after the Team Coaching path.
- b) performed a qualitative text analysis (Law, H., 2007 et alii) of the Team Coaching Individual Reports about the two macro-areas: *acceptance and use of emotional competencies, and awareness and use of interpersonal skills*
- c) analysed the improvement curves (single coachee and means) of a) and b) along the path.

Results

The data analysis is still ongoing. The analysis up to this moment shows a clear development “jump” in both areas, emotional and organizational competencies. This jump seems to be due to coachees’ focused practice of using tools before described.

Conclusion

We are still elaborating data.